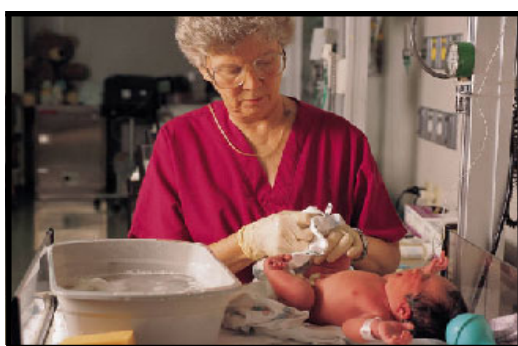
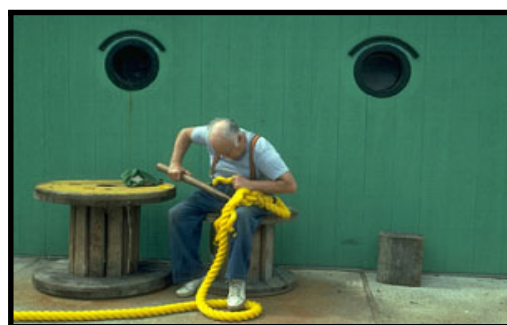


California Senior Employment Services Coordination Plan 2004



California Senior Employment Services Coordination Plan 2004

**Submitted by
Lynda Terry, Director
California Department of Aging**

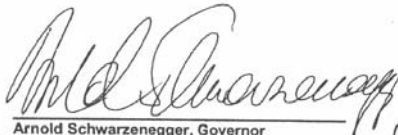
STATE OF CALIFORNIA


DELEGATION OF AUTHORITY
STATE SENIOR EMPLOYMENT SERVICES COORDINATION PLAN

I, Arnold Schwarzenegger, Governor of the State of California, hereby grant authority to Lynda Terry, Director of the California Department of Aging, to sign and submit, on my behalf, the State Senior Employment Services Coordination Plan as specified by the US Department of Labor in 20 CFR, Subpart C, Section 641.310 of the Older Americans Act.

The Department of Aging is designated by the federal Administration on Aging as the official State Unit on Aging responsible for the administration of programs funded under the Older Americans Act of 1965, as amended in 2000 and will ensure all requirements are met.

This delegation of authority shall be in effect until rescinded.


Arnold Schwarzenegger, Governor


for Lynda Terry, Director

Signed this 13 day of August, 2004

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CALIFORNIA SENIOR EMPLOYMENT SERVICES COORDINATION PLAN

Introduction

Section 503 of the reauthorized Older Americans Act (OAA) requires each state to submit an annual Senior Employment Services Coordination Plan to the U.S. Secretary of Labor. The California Senior Employment Services Coordination Plan has been prepared and submitted in compliance with this requirement. The Plan provides a foundation on which to enhance the Senior Community Services Employment Program (SCSEP) in California to meet the special needs of, and strengthen employment services for, one of the State's older worker populations. The Plan is an informative guide describing California Department of Aging's (CDA) coordination and collaboration efforts with workforce agencies, and the public and private organizations engaged in older worker activities.

The Plan outlines the scope and purpose of the SCSEP, as well as the coordinated efforts of SCSEP grantees, to ensure continuity of service for all eligible individuals. The purpose of the Plan is also to share information regarding the demographic breakdown of the eligible population in California and make recommendations for improving employment services provided to those individuals.

The period covered by this Plan is program year 2004.

Overview of grantees

SCSEP is designed to promote useful part-time community service employment opportunities and to assist and promote the placement of program participants into unsubsidized employment. SCSEP participants train in subsidized part-time assignments in public or private non-profit "host agencies." Host agencies train participants and assist them in obtaining unsubsidized employment. Participants also receive training through One-Stop Career Centers (OSCC) as well as other training options.

SCSEP fosters individual economic self-sufficiency and increases the number of persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors. A variety of job-supportive services are provided including annual physical exams, personal and job-related counseling, transportation, job training, and referral.

SCSEP participants must be residents of California, at least 55 years of age or older, have poor employment prospects, and have an income that does not exceed 125 percent of the federal poverty level.

Older job seekers interested in obtaining information regarding SCSEP services can call the California Senior Information line 1-800-510-2020, log on to CDA's web site at <http://www.aging.ca.gov>, or contact the State SCSEP Policy Manager listed below:

Johnna Meyer, SCSEP Policy Manager
California Department of Aging
1600 K Street
Sacramento, California 95814
Phone: (916) 322-0788
E-mail: jmeyer@aging.ca.gov

The enabling legislation for SCSEP is Title V of the OAA of 1965, as amended and Public Law 89-73 passed in 1988 and reauthorized in 2000. The United States Department of Labor (DoL), Employment Training Administration, is the federal organization responsible for the program's administration. DoL allocates 22 percent of total funds to State Units on Aging, which is CDA in California, and 78 percent of funds to National Contractors.

During Fiscal Year (FY) 2003-04, CDA received 1,061 authorized participant slots, which is a decrease of two slots from the previous fiscal year. The 10 SCSEP National Contractors who operate programs in California received 4,119 authorized participant slots for FY 2003-04, which is a decrease of 6 participant slots.

Currently, CDA contracts with 19 Area Agencies on Aging (AAA) to provide SCSEP services and collaborates with the 10 SCSEP National Contractors to ensure the equitable distribution of participant slots within California's county structure, and the aging networks 33 Planning and Service Areas (PSA). Attachment A identifies the breakdown of PSA designations in California.

In FY 2003-04, of the 10 National Contractors operating SCSEPs in California, two are new SCSEP grantees: National Able Network (ABLE) and SER – Jobs for Progress National, Inc (SER).

ABLE was allocated 130 slots in the Los Angeles area; 70 slots are assigned to the County of Los Angeles and 60 are assigned to the City of Los Angeles. Since its inception in 1984, ABLE has served older workers by administering both public and private older worker training programs funded by the former Job Training Partnership Act (JTPA) and the Workforce Investment Act (WIA).

DoL allocated 621 slots to SER. SER is a national network of employment and training organizations that formulates and advocates initiatives that result in the increased development and utilization of America's human resources, with special emphasis on the needs of Hispanics in the area of education, training, business, and economic opportunity. SER aims to develop the employment and training capabilities of the SER network through the provision of training and technical assistance, research and planning, program and policy development, and fundraising.

Listed below is a directory of the 10 National Contractors who operate SCSEPs in California:

<p>AARP FOUNDATION</p> <p>Paul Mayrand, Manager, SCSEP AARP Foundation – SCSEP 601 E Street, NW, Suite B-5-300 Washington, DC 20049 Phone: (202) 434-2026 Fax: (202) 434-6446 E-mail: sepmayrand@aol.com Website: www.aarp.org</p>	<p>Steve Cook, Area Manager AARP Foundation – SCSEP 105 South 3rd St. Yakima, WA 98901 Phone: (509) 853-3410 Fax: (509) 248-2056 E-mail: scsmcook@aol.com Web site: www.aarp.org</p>
<p>EXPERIENCE WORKS (EW)</p> <p>Clayton Thomas, Director David McKee, Special Projects Coordinator Experience Works 1481 River Park Drive, Suite 100 Sacramento, California 95815-4501 Phone: (916) 641-7700 Fax: (916) 646-8118 E-mail: clayton_thomas@experienceworks.org david_mckee@experienceworks.org Web site: www.eworkscal.org</p>	
<p>ABLE</p> <p>Richard L. Kurtz, Jr., Chief Operating Officer National Able Network 180 N. Wabash Avenue Chicago, IL 60601 Phone: (312) 580-0344 Fax: (312) 580-0348 E-mail: rkurtz@nationalable.org Web site: www.operationablechicago.org</p>	<p>James E. Leahy, Executive Director National Able Network Volunteer Center of Los Angeles 8134 Van Nuys Boulevard, Suite 200 Panorama, California 91402 Phone: (818) 908-5068 Fax: (818) 908-5147 E-mail: jleahy@vcla.net</p>
<p>NATIONAL ASIAN PACIFIC CENTER ON AGING (NAPCA)</p> <p>Clayton Fong, Executive Director Polly Chang, National SCSEP Director Joseph Adriano, SCSEP National Coordinator National Asian Pacific Center on Aging 1511 Third Avenue, Suite 914 Melbourne Tower Seattle, Washington 98101 Phone: (206) 624-1221 Fax: (206) 624-1023 E-mail: polly@napca.org joseph@napca.org Website: www.napca.org</p>	<p>Jesus Romero, Director National Asian Pacific Center on Aging, Los Angeles 3407 West 6th Street, Suite 800 Los Angeles, California 90020 Phone: (213) 365-9005 Fax: (213) 365-9042 E-mail: j_romero@pacbell.net Web site: www.napca.org</p>

<p>NATIONAL ASSOCIATION FOR HISPANIC ELDERLY (NAHE)</p> <p>Carmela G. Lacayo, President/CEO Vacant, National Project Coordinator National Association for Hispanic Elderly 234 East Colorado Blvd., Suite 300 Pasadena, California 91101 Phone: (626) 564-1988, Ext. 202 Fax: (626) 564-2659 E-mail: anppm@aol.com Web site: www.nih.gov/nia/related/aoaresrc/dir/127.htm</p>	
<p>THE NATIONAL COUNCIL ON THE AGING, INC (NCOA)</p> <p>Donald L. Davis, Vice President Workforce Development Division The National Council on the Aging, Inc. 300 D Street, SW, Suite 801 Washington, DC 20024 Phone: (202) 479-6640 Fax: (202) 479-0735 E-mail: donald.davis@ncoa.org Website: www.ncoa.org</p>	<p>Nicholas de Lorenzo, Regional Manager The National Council on the Aging, Inc. 870 Market Street, Room 785 San Francisco, California 94102 Phone: (415) 982-7007 Fax: (415) 982-0528 E-mail: nicholas.delorenzo@ncoa.org Web site: www.ncoa.org</p>
<p>NATIONAL INDIAN COUNCIL ON AGING, INC. (NICOA)</p> <p>Frieda Clark, National SCSEP Director National Indian Council on Aging, Inc. 10501 Montgomery Blvd., NE, Suite 210 Albuquerque, New Mexico 87111-3846 Phone: (505) 292-2001 Fax: (505) 292-1922 E-mail: frieda@nicoa.org Web site: www.nicoa.org</p>	<p>Maryann Paredez, California Project Manager National Indian Council on Aging, Inc. 5997 Brockton Avenue, Suite C Riverside, California 92506 Phone: (909) 369-8581 Fax: (909) 369-8565 E-mail: maryann@nicoa.org Web site: www.nicoa.org</p>
<p>SENIOR SERVICE AMERICA, INC. (SSA)</p> <p>Jodie Fine, Deputy Director Tony Sarmiento, Executive Director Terry Reynolds, Program Officer Senior Service America, Inc. 8403 Colesville Road, Suite 1200 Silver Spring, Maryland 20910-3314 Phone: (301) 578-8834 (Jodie) Phone: (301) 578-8469 (Tony) Phone: (301) 578-8812 (Terry) Fax: (301) 578-8947 E-mail: jfine@ssa-i.org E-mail: tsarmiento@ssa-i.org E-mail: treynolds@ssa-i.org Web site: www.seniorserviceamerica.org</p>	

<p>SER</p> <p>Rosalinda Trevino-Ortega National SCSEP Director Luz Villegas, Regional Program Director SER – Jobs For Progress National, Inc. 1925 West John Carpenter Freeway, Ste. 575 Irving, Texas 95063 Phone: (972) 506-7815 Ext. 369 (Rosalinda) Phone: (972) 506-7815 Ext. 304 (Luz) Fax: (972) 506-7832 E-mail: rortega@ser-national.org E-mail: lvillegas@ser-national.org Web site: www.ser-national.org</p>	
<p>UNITED STATES DEPARTMENT OF AGRICULTURE FOREST SERVICE (USFS)</p> <p>Bridget Harris, SCSEP Program Manager Priscella McCray, SCSEP Program Manager United States Department of Agriculture Forest Service 1621 North Kent Street, Room 1010 RPE Arlington, Virginia 22209 Phone: (703) 605-4847 (Bridget) Phone: (703) 605-4853 (Priscella) Fax: (703) 605-5115 E-mail: bharris01@fs.fed.us E-mail: pmccray@fs.fed.us</p>	<p>Erna Smith, Senior, Youth, & Volunteer Program Manager United States Department of Agriculture Forest Service Pacific Southwest Region 1323 Club Drive Vallejo, California 94592 Phone: (707) 562-8727 Fax: (707) 562-9036 E-mail: esmith01@fs.fed.us Web site: www.usda.gov</p> <p>Rochelle Selvin, Senior, Youth, & Volunteer Program Manager United States Department of Agriculture Forest Service Pacific Southwest Research Station Personnel Office P.O. Box 245 Berkeley, California 94701 Phone: (510) 559-6362 Fax: (510) 559-6352 E-mail: rselvin@fs.fed.us Web site: www.usda.gov</p>

Section 1 Plan Participation

To ensure ongoing participation in the development and implementation of the Plan, CDA facilitated work group meetings with California's SCSEP grantees. These work group meetings continue to enhance the process for current and future year Plans. The planning process included:

Planning Process

- Convening an annual meeting to discuss future plan updates,
- Developing initial draft(s) of the plan,
- Distributing the draft plan to SCSEP grantees and other interested parties,
- Making the draft of the plan available for review and comment by posting on CDA's website,
- Reviewing and incorporating comments, as appropriate,
- Developing subsequent draft(s) of the plan,
- Submitting plan to DoL for approval, and
- Posting approved plan on CDA's web site.

The participation of individuals and groups throughout this planning process emerged from a strong, well-established aging and employment network in California, i.e., AAA, SCSEP grantees, Local Workforce Investment Boards (LWIB), and OSCC. Input was solicited from these networks and other entities to ensure an equal representation of labor and private interests. As stated earlier, this process will be used in future years as well.

Section 2 Organizational Involvement

Plan Work Group Involvement

Through participation at these work group meetings, the following entities are given the opportunity to provide input into the Plan:

- AAAs
- CDA
- State and National Contractors
- LWIB members

Plan Review

The Plan was posted on CDA's website, which allowed the following individuals/groups the opportunity to provide input and feedback:

- SCSEP participants
- Employment Development Department's (EDD) Senior Worker Advocate Office (SWAO)
- California Commission on Aging
- State and National Contractors

- Faith-Based Organizations
- Chairs of LWIBs
- Departments within the Health and Human Services Agency
- AAAs
- Senior Worker Advocate Council (SWAC)
- California Chamber of Commerce

Section 3 Comments

All proposed changes to the Plan were discussed at the SCSEP State and National Contractors Meeting held on June 16 and 17, 2004 in Sacramento, California. The Plan was posted on CDA's website for comments from June 24 through July 6, 2004. An e-mail (Appendix A) announcing the posting of the Plan on CDA's website was sent to all 33 AAA Directors; CDA's 29 SCSEP Projects; the 10 National SCSEP Providers in California; 199 Comprehensive, Affiliated, and Specialized One-Stop Career Center Site Supervisors; Chairs of 50 Workforce Investment Boards; and the EDD's SWAO Director. Some individual email addresses were missed in the first distribution, so a second e-mail was sent. CDA received no public comments during the Plan review comment period.

Section 4 Plan Provisions

A. Basic Distribution of SCSEP Participant Slots

DoL allocates SCSEP participant slots to the State, and slots are distributed by county to selected National Contractors operating programs within each county. Slot selection is determined by census and income eligibility. States are required to submit to DoL, at least yearly, an Equitable Distribution Report (ED). The ED Report provides the basis for determining the fair allotment of slots by county within the State. This report is also useful to determine the placement of new slots or the redistribution of slots, if necessary. Appendix B displays the original ED Report for the State of California FY 2003-04 as allocated by DoL. Appendix BB displays the final FY 2003-04 ED Report submitted for approval to DoL by California.

In FY 2003-04, DoL reduced by eight the number of participants slots allocated to the State and National Contractors in California. This reduction occurred as a result of DoL originally distributing slots to National Contractors based on a national competition and then reallocating slots based on the 2000 Census. In an effort to meet the required equitable share of authorized slots, California was required to move 148 participant slots within the State. In order to accomplish this requirement, the State established a goal to reach a parity level of +/- 10 for each county in California. The coordination took place through an extensive discussion during the State and National Contractors meeting held on October 1 and 2, 2003 in Sacramento, California, and via telephone and written correspondence. The goal was accomplished in 56 of 58 counties. It was determined that movement to create a lower parity rate less than +/- 10 would be too disruptive during the current fiscal year to the program and the participant.

Participant slot reductions and redistributions for State SCSEP contractors were implemented in January 2004. National Contractors were asked to implement their slot redistribution over the next year.

The changes referenced in Appendix BB are outlined as follows:

AARP Foundation received an increase of 51 slots from 489 to 540 slots and the State requested a redistribution of their authorized slots in the following counties:

- Humboldt County was reduced by 20 slots, from 55 to 35 slots, which changed the county's status to 9 above parity.
- Sonoma County was reduced by 6 slots from 65 to 59 slots, which changed the county's status to 11 above parity.
- Sacramento County was increased by 26 slots, from 138 to 164, which changed the county's status to 5 below parity.

EW received a decrease of 6 slots from 397 to 391 slots and the State requested a redistribution of their authorized slots in the following counties:

- El Dorado County was decreased by 2 slots, from 10 to 8, which changed the county's status to 5 above parity.
- Kern County was increased by 2 slots, from 78 to 80, which changed the county's status to 7 below parity.
- Marin County was decreased by 2 slots, from 2 to 0, which maintained the county's status at 5 below parity.
- Sacramento County was increased by 8 slots, from 2 to 10, which changed the county's status to 5 below parity.
- Siskiyou County was decreased by 4 slots, from 6 to 2, which changed the county's status to 10 above parity.
- Solano County was increased by 2 slots, from 10 to 12, which changed the county's status to 2 below parity.
- Sonoma County was decreased by 4 slots, from 16 to 12, which changed the county's status to 11 above parity.

NAPCA received a decrease of 10 slots from 379 to 369 slots and were asked by the State to redistribute their authorized slots in the following counties:

- Los Angeles County was decreased by 16 slots, from 103 to 87, which changed the county's status to 6 below parity.

- Los Angeles City was increased by 16 slots, from 87 to 103, which changed the county's status to 5 below parity.
- Orange County increased by 29 slots, from 71 to 100, which changed the county's status to 7 below parity.
- San Francisco decreased by 25 slots, from 50 to 25, which changed the county's status to 10 above parity.
- San Mateo decreased by 4 slots, from 14 to 10, which changed the county's status to 10 above parity.

NCOA received a decrease of 413 slots from 890 to 477 slots and the State requested a redistribution of their authorized slots in the following counties:

- San Francisco County was decreased by 15 slots, from 181 to 166, which changed the county's status to 10 above parity.
- Solano County was increased by 2 slots, from 13 to 15, which changed the county's status to 2 below parity.
- Marin County was increased by 2 slots, from 0 to 2, which maintained the county's status at 5 below parity.
- Los Angeles County was increased by 18 slots, from 24 to 42, which changed the county's status to 6 below parity.
- Los Angeles City was decreased by 7 slots, from 20 to 13, which changed the county's status to 5 below parity.

SSA received a decrease of 409 slots from 899 to 490 slots and the State requested a redistribution of their authorized slots in the following counties:

- Orange County was increased by 5 slots, from 35 to 40, which changed the county's status to 7 below parity.
- San Diego County was decreased by 5 slots, from 90 to 85, which changed the county's status to 8 below parity.

SER as a new provider received 621 slots and the State requested a redistribution of their authorized slots in the following counties:

- Orange County was increased by 9 slots, from 50 to 59, which improved the county's status to 7 below parity.
- San Diego County was decreased by 9 slots, from 100 to 91, which improved the county's status to 8 below parity.

USFS received a decrease of 105 slots from 450 to 345 slots and the State requested a redistribution of their authorized slots in the following counties:

- El Dorado County was decreased by 4 slots, from 20 to 16, which changed the county's status to 5 above parity.
- Inyo County was decreased by 1 slot, from 11 to 10, which changed the county's status to 9 above parity.
- Kern County was increased by 4 slots, from 37 to 41, which improved the county's status to 7 below parity.
- Los Angeles County was increased by 17 slots, from 30 to 47, which improved the county's status to 6 below parity.
- Los Angeles City was decreased by 14 slots, from 26 to 12, which changed the county's status to 5 below parity.
- Mono County was decreased by 2 slots, from 7 to 5, which changed the county's status to 5 above parity.

CDA received a decrease of 2 slots from 1063 to 1061 slots and redistributed their authorized slots in FY 2003-04 in the following counties:

- Inyo County was decreased by 2 slots, from 6 to 4, which changed the county's status to 9 above parity. This represents the loss of two slots still shown in the original ED Report (Appendix B)
- Merced County was increased by 2 slots, from 12 to 14, which changed the county's status to 8 below parity.
- Orange County was increased by 3 slots, from 96 to 99, which improved the county's status to 7 below parity.
- Riverside County was increased by 2 slots, from 90 to 92, which improved the county's status to 11 below parity.
- San Diego County was decreased by 3 slots, from 73 to 70, which changed the county's status to 8 below parity.
- San Joaquin County was increased by 2 slots, from 20 to 22, which improved the county's status to 7 below parity.
- San Mateo County was decreased by 6 slots, from 25 to 19, which changed the county's status to 10 above parity.

B. Rural and Urban Populations

Within the State of California's total population of 33.9 million residents, 14 percent (4.7 million) are 60 years of age and over. Of the population 60 years of age and over, 7 percent (346,040) reside in rural areas of the State, and 93 percent (4.4 million) reside in the urban areas of the State. The data for Californians age 55 years and over living in rural areas of the State are not available to CDA at this time.

Appendix C displays by race, Hispanic origin, PSA and county, the number of residents 60 years of age or over in California that live in rural areas, which is used as an indicator of greatest social need for services.

Appendix D displays by race, Hispanic origin, PSA and county, the total population 60 years of age and over in California.

Subtracting the data displayed in Appendix D from the data displayed in Appendix C represents the total urban population for the State of California.

C. Special Populations

The data included in the attached two appendices contributes to how the State determines the equitable distribution of participant slots statewide.

- Appendix E displays the number of Californians 55 years of age or older by race and Hispanic origin for each PSA and county in the State, based on the 2000 census data.
- Appendix F displays the number of Californians 60 years of age or older with income at or below 125 percent of the federal poverty level for each PSA and county in the State.
- Appendix G displays SCSEP participant characteristics in the State based on gender, age, ethnicity, individuals that are at or below the poverty level, veterans, and disabled for FY 2002-03. A snapshot of California's SCSEP participants served during FY 2002 -03, indicated that of the 3757 individuals who were enrolled during the fiscal year, 61 percent were women, 39 percent were men, 33 percent were between 55 – 59 years of age, 49 percent between 60 – 69 years of age, and 18 percent were 70 years of age and older. Thirty percent of the participants had one-to-three years of college, and 19 percent had four or more years of college. Eighteen percent of the participants do not have a high school diploma or equivalent.

As stated above, Appendix C displays the ethnicity and the number of Californians 55 years of age or older for each county, based on 2000 census data. Appendix F is a composite of individuals served by SCSEP during FY 2002-03 with the same characteristics. An analysis of the data demonstrates that the SCSEP served and exceeded the State percentage in all but one ethnic category.

<u>Ethnicity</u>	<u>State percentage</u>	<u>SCSEP participant Characteristics</u>
White	66.5%	38%
Black	5.5%	16%

<u>Ethnicity</u>	<u>State percentage</u>	<u>SCSEP participant Characteristics</u>
American Indian/Alaskan Native	0.443%	1%
Asian/Pacific Islander	10.56%	19%
Hispanic/Latino	15.23%	26%
Other	.12%	*
Multirace	.16%	*

* Quarterly progress reports do not currently require the collection of this data at this time.

D. Type of Skills

An extensive discussion occurred at the 2003 State and National Contractors Meeting with California SCSEP grantees on the most effective method to determine the employment opportunities, and the type of skills possessed by the eligible populations in the grantees' respective areas. It was agreed that each SCSEP provider would address both issues via a survey, which was created as a result of a collaborative effort of California SCSEP Projects. The survey contained a variety of questions addressing WIA involvement, labor market needs, barriers to employment, and the affect of participants on the community (Appendix I).

CDA SCSEP grantees and National Contractors were asked to submit one survey for each county served. Of the total 58 counties in California, CDA grantees serve 22 counties, with three of the 19 grantees serving two counties. The National Contractor's slots are spread among all the 58 counties, except for Alpine, which is not authorized slots due to a distribution factor of zero.

A total of 118 surveys were submitted to CDA. All of CDA's 19 SCSEP grantees and seven of the ten national contractors participated in the survey.

Survey results were received from: AARP Foundation, EW, NAPCA, NCOA, SER, SSA, and U.S. Department of Agriculture Forest Service. NICOA, ABLE, and NAHE did not participate.

An analysis of Questions 4, 5, and 6 is detailed below. The analysis of Questions 1 and 2 is included in Section F. Coordination with WIA, and Question 3 is included in Section E. Community Service Needs.

Questions 4, 5, and 6 sought information by county on the unemployment rate both general and seasonal; the top two labor market needs; and if SCSEP participants met the labor market needs, and if no or somewhat, an explanation was requested.

- Throughout California's 58 counties, the general unemployment rate varied from 4 to 21 percent and the seasonal unemployment rate varied from 4 to 18 percent. Of the 118 respondents asked to list their "first" labor market need, the top 4 needs listed by category and number were: cashier - 46, retail sales - 26, service

- 8, and health care - 7. The same 118 respondents when asked to list their “second” labor market need, the top 4 needs listed by category and number were: retail sales - 28, cashier - 15, correctional officer - 11, and food service/waiter -11. Respondents that listed correctional officer as a labor market need had a correctional facility in their service area.

- Of the labor market needs listed above, only 20 percent of respondents indicated the highest labor market need was being met by participants, and only 19 percent indicated the second highest need was being met.

The most frequently listed reasons why participants were not able to meet the highest labor market needs were:

- Physical limitations or stamina. A participant must be able to stand for extended periods of time to perform the duties required of a cashier or retail sales associate.
- Lack of job-ready skills and the need for training to get them job ready.

Question 7, asked responders to check “all” barriers that applied to meeting the top two labor market needs/all other barriers to employment. The chart below provides the specific results of this question. Several responses listed multiple barriers. It is interesting to note that the barrier listed the least was age—only 10 projects or 8% found age to be a significant barrier.

Barrier	Number of Projects That Listed this Barrier	Percent of the 118 Surveys Received
Transportation	52	44%
Education	44	37%
Literacy skills	42	36%
English proficiency	40	34%
Cultural diversity of population	25	21%
College or graduate degrees were out of date	24	20%
College or graduate degrees were from foreign countries	21	18%
Computer literacy	20	17%
College or graduate degrees were obsolete	18	15%
Age	10	8%

E. Community Service Needs

Community service needs are met in a variety of ways. Needs are met by providing services to the general community and the senior community. Services provided to the **general community** by SCSEP participants include working in areas such as

education; health and hospitals; housing/home rehabilitation; employment assistance; recreation, parks, and forests; environmental quality; public works and transportation; social services; and other areas.

Services provided to the **senior community** by SCSEP participants include working in areas such as project administration, health and home care, housing/home rehabilitation, employment assistance, recreation/senior centers, nutrition programs, transportation, outreach/referral, and other areas. This information is collected in progress reports that are submitted to CDA by SCSEP grantees.

Appendix I displays the number of SCSEP participants in California that provided services to the general and senior community for FY 2002-03. A total of 3,624 persons provided assistance in community service agencies in California. Seventy percent (70%) of these positions were assigned to social service agencies, education, and other services in the general community. Likewise, thirty percent (30%) of the 3,624 positions were assigned to nutrition, outreach/referral, and recreation/senior center services in the senior community, which made a substantial contribution to the community.

The stories below illustrate the value of SCSEP participants to the community service host agencies in which they work and the value of that participation to their own lives.

Human Interest Story #1

A SCSEP intake worker stationed at a OSCC first encountered this participant in 2002. The participant demanded to be enrolled in the SCSEP although he was only 54 years old. He was desperate because of his unemployment situation. He was referred to a WIA OSCC's employment program and to the CalWORKS employment program.

The second encounter with this participant occurred in July 2003 when he demanded service for the following reasons: He was (1) 55 years of age, (2) referred by a welfare social worker, (3) currently on general assistance, (4) working with CalWORKS employment program and the WIA OSCC. The SCSEP manager placed his name on the priority waiting list and stated he would be contacted for a formal interview when a position became available.

The next encounter was in early November 2003, when the participant came to the SCSEP office as a "walk-in" very shabbily dressed. The SCSEP manager interviewed (without appointment) the participant to assess his needs. After a protracted, exhaustive, and demanding interview, the manager discovered that the participant had been through the WIA OSCC and CalWORKS employment program without success, and for almost two and a half years remained unemployed.

In addition, within the last two years, the participant was convicted of spousal battery (felony record expunged), became divorced, was placed on general assistance, had automobile trouble, unemployment insurance expired, and demonstrated an uncooperative attitude and low self-esteem.

After a thorough review of the participant's past work experience, it was revealed that the participant worked in a foreign country as a handyman with a broad knowledge of and skills in plumbing, electrical, tile, and some carpentry. Since coming to this country, he assisted friends and family and received compensation for handyman-type work. It was determined that the participant was employable and possessed contemporary job skills in the trades as well as computer and telephone expertise. Normally, if someone were classified as employable, he/she would be referred directly to the local WIA OSCC.

Due to his unsuccessful experience with this system, he was enrolled in the SCSEP. The assistance provided by the SCSEP, resulted in this participant accepting a full-time position as a maintenance worker for the San Jose Hilton Hotel for \$15 per hour with full benefits.

Human Interest Story #2

Del Norte County is an extremely remote and rural area with few opportunities. The poverty level is very high. The Community Action Network is a very responsive agency that gives food, clothing, personal hygiene items, etc., to people in need. The SCSEP has placed enrollees in this agency for many years, and recently the agency was able to hire one of their most deserving enrollees into a permanent full-time position just as the participant was about to become homeless.

Human Interest Story #3

A participant enrolled in SCSEP after losing her job as a newspaper carrier. The participant was 59 years old, lived in a fifth wheel, and had no other source of income. Although this participant had never performed office work, the SCSEP manager felt this participant was a "diamond in the rough." The participant was placed in a host agency to work with the supervisor and be trained as a field operations coordinator. After working in this training assignment for several weeks, the host agency supervisor reported that the participant learned quickly and easily adapted to the office and computer work.

The participant was hired into a permanent part-time position as a field operations coordinator. The participant enjoyed her job and became computer literate. She updated her wardrobe and personally reported she looked "all civilized." She accepted a full-time position with increased salary and benefits.

She moved into a two-bedroom mobile home on a quiet country road. The participant paid off her debts and stopped smoking. One day a pain in her stomach caused her to see a doctor. She was examined, diagnosed with a fatal disease with no medical treatment, and given up to six months to live. Her greatest dream was to visit the Monterey Bay Aquarium. Donations were collected, and she and her family made the trip. After the participant and her family returned home from the trip, she went to bed and died in her sleep. Half the people at her memorial service were from the employment and training field—new colleagues and friends made over the 4 years she worked with this agency. The SCSEP manager spoke at the memorial

service and told everyone about her success story. SCSEP opened the door and she made it work.

F. Coordination with the WIA

CDA SCSEP staff have been active partners since the initial implementation of the WIA, representing the best interests of seniors during the transformation of California's workforce development system. Staff serves on various committees and work groups, which plan activities related to the development of the OSCC.

CDA SCSEP grantees have also played an active role in the development of the One-Stop system and continue their involvement in the development of Memorandums of Understanding (MOU) and collaboration/coordination plans in their communities throughout California.

State sub-grantees and National SCSEP Contractors, required partners in the One-Stop Delivery System, continue their collaborative efforts with the OSCCs. This collaboration is focused on improving coordination of and access to services for all older individuals. Efforts with the OSCCs include the encouragement of co-enrollment of participants to take advantage of all available services as part of the participant's job search activities, training, etc. In addition, to develop cooperative relationships, all SCSEP Contractors continue to work toward developing MOUs with LWIBs, OSCCs, State and National Contractors, and other employment-related programs and agencies.

Currently, 12 of CDA's 19 SCSEP Projects serve as members of LWIBs in the 12 counties of Napa, Solano, Stanislaus, San Mateo, San Bernardino, Orange, Riverside, Los Angeles (County and City), Merced, Tulare, Ventura and San Joaquin. The 12 counties and 1 city represent the following AAAs:

- Area Agency on Aging – Serving Napa & Solano
- Center for Senior Employment, SCSEP Provider for the Stanislaus County Department of Aging and Veterans Services
- Family Service Agency, SCSEP Provider for the San Mateo County Area Agency on Aging
- San Bernardino County Department of Aging and Adult Services
- Volunteer Center of Greater Orange County, SCSEP Provider for the Orange County Office on Aging
- County of Riverside Office on Aging
- Los Angeles County Area Agency on Aging
- City of Los Angeles Department of Aging
- Department of Workforce Investment, SCSEP Provider for the Merced County Area Agency on Aging
- Community Services and Employment Training, SCSEP Provider for the Kings-Tulare Area Agency on Aging
- Experience Works, SCSEP provider for the Ventura County Area Agency on Aging
- San Joaquin County Department of Aging and Community Services

Question 1 of the survey (Appendix H) asked projects to indicate all WIA activities they provide and the extent SCSEP contractors are participating in the One-Stop system. Answers were requested to the following:

- (1) SCSEP contractors who are OSCC Operators,
- (2) Type (Cash, In-Kind, Other, etc.) of WIA Infrastructure Support provided,
- (3) Co-location of SCSEP contractors at OSCCs,
- (4) Membership of SCSEP contractors on LWIBs and/or participation on local committees, and
- (5) Other WIA activities.

Results of those responses, which are listed below, indicate that the SCSEP plays an important role in the One-Stop system in California:

- Out of 29 SCSEP State and National Contractors, a total of 21 are OSCC Operators. The responses varied from contractor to contractor. EW has 7 operators; followed by CDA grantees with 6; AARP Foundation with 4; SSA with 2; and NAPCA and NCOA with 1 each. SER and USFS are not OSCC operators.
- The top response to the WIA Infrastructure Support question, documented that SCSEPs provide more “In-Kind” support as compared to “Cash” or “No” support. There were 44 responses for “In-kind support”, 2 responses for “Cash”, and 7 responses for “No Support provided”.

In California, there are a total of 478 OSCCs. However, 165 of those Centers provide service via kiosks or mobile units, resulting in 313 OSCCs providing a level of service defined as “comprehensive, affiliated, or specialized”. (Source: <http://www.edd.ca.gov/one-stop/>)

- Seventy-six of the 118 (64%) respondents are co-located in 132 (42%) of the 313 OSCCs. USFS is located in 28 One-Stops, followed by EW in 22, CDA in 9, both AARP Foundation and NCOA are in 4, and NAPCA, SER, and SSA are in 3. This leaves 181 of the 313 OSCCs without the benefit of co-located service providers.
- Eighty-five of the 118 (72%) respondents indicated they have an overall total of 252 participants assigned to OSCCs. Responses reported assignments as few as 6 to as many as 68 participants assigned to individual centers.
- Sixty-two respondents indicated they are members of a LWIB. Thirty-four respondents participate as members on 40 LWIB Sub-Committees.

Survey Question 2 (Exhibit H) asked contractors to indicate the number of agencies for which they have executed Memorandums of Understanding (MOU). Choices included:

- o LWIBs
- o OSCCs
- o National SCSEP Contractors
- o CDA State SCSEP Subgrantees.

- A total of 66 MOUs have been executed with LWIB. EW had the highest number of MOUs with 31; CDA had 18; SSA had 5; AARP Foundation and NCOA had 4; NAPCA and SER had 2. There were no MOUs reported for the USFS.
- A total of 110 MOUs have been executed with OSCCs as follows: CDA had the highest number of MOUs with 29; EW - 27; SER - 14; NCOA - 12; USFS - 11; AARP Foundation - 9; NAPCA - 5; and SSA - 3.
- A total of nine MOUs have been executed with National SCSEP contractors. CDA and SSA had the highest number of MOUs with 3; SER with 2; and AARP Foundation with 1. There were no MOUs executed by EW, NAPCA, NCOA, and USFS.
- There were no MOUs executed between the State Unit on Aging and National SCSEP contractors.

SWAC Activities

CDA's SCSEP Policy Manager is an ad-hoc member of SWAC. SWAC seeks to increase employer awareness of the value of older workers to the economic well being of California. In addition, the SWAC seeks to encourage and educate older workers on how they can compete in a fast-paced global economy.

The SWAC is comprised of seven individuals appointed by the Director of the California EDD to represent business, labor, senior advocacy groups, veterans, and government. The SWAC membership roster is contained in Attachment B. The Council promotes coordination and cooperation among public and private organizations that provide employment information, recruitment, training, and placement services to older workers. The SWAC supports the following activities:

- The organization of the Annual Governor's Older Worker and Exemplary Employer Recognition Awards Luncheon.
- The coordination of a statewide media campaign for "National Employ the Older Worker Week."
- The distribution of information to employers and community-based organizations on issues related to older workers.

SWAC identified and incorporated the following objectives into its Strategic Plan:

Objective I: Partner with employer organizations to educate employers on the value of older workers. Presently, the SWAC has partnered with the Society of Human Resource Management (SHRM) to promote a positive image of older workers through the video "Hire Experience – It Pays." A copy of this video can be downloaded by accessing the SHRM's web site, www.shrm.org/diversity/.

Objective II: Develop a basic media presentation to educate the public on the value of older workers to the labor force and the State.

Objective III: Develop presentations targeted to specific customer groups on the value of older workers to the labor force and the State.

Objective IV: Develop a Speakers Bureau to deliver presentations on the aging workforce and the value of older workers.

Objective V: Establish a close working relationship with the CWIB.

The established ongoing partnership between CDA and the SWAC addresses common employment issues that surround SCSEP, WIA, and other older worker programs. It provides a forum to discuss best practices of employers who place an emphasis on the value of hiring older workers as well as an avenue to increase and educate the public on the aging workforce of California.

G. Avoidance of Disruptions

Based on the current Equitable Distribution Report (Appendix BB) and the need to transfer 148 slots between all contractors currently operating in California (see Section 4, A), the Department will implement this redistribution over the next two to three years. This implementation plan will ensure that California will move closer to parity in those counties currently below or above parity.

The Department shall request all national contractors operating in California in program year 2004 to report by county (and one city) actual slots assigned and slots held vacant to accommodate minimum wage requirements. The Department is committed to ensuring all counties in California are receiving a fair and equitable distribution of allocated slots and that individuals needing SCSEP services have access to those services.

Section 5 Plan Recommendations

Recommendation #1:

Background: Prior to WIA, the JTPA targeted funds specifically for older workers. Under WIA, funds for training older workers no longer exist, while the number of older workers increases dramatically. To remain competitive in the labor market, older workers must acquire new or update job skills to the same extent as other age groups. Without specialized services under WIA, low-income older adults are unlikely to receive the support they need to address their unique economic, social, and physical characteristics. While WIA is designed to meet the needs of all workers, the Plan work group is concerned that the OSCCs funded under WIA are not adequately addressing the training and education needs of older workers.

Recommendation: The Plan work group urges DoL to require (1) that DoL provide specialized training and technical assistance to OSCC personnel on how to better serve and appropriately meet the unique needs of this important population of workers; and (2) utilization of State and National Contractors in the development of training curriculum to be used at OSCCs to better assist this targeted group to find employment.

Recommendation #2:

Background: DoL should consider changing the 125 percent poverty guideline level set by the Department of Health and Human Services (DHHS) in states where the standard of living is documented at a higher level. For example, California has recognized areas within the State, which are designated “high cost living areas” and could easily support poverty levels ranging from 150 to 175 percent of the poverty level. Currently, the Corporation for National and Community Service (CNCS), who serves the same population base, has adjusted the income eligibility level for “high cost living areas” within the State.

Effective April 1, 2003, CNCS recognized the following counties within California as designated high cost areas: Alameda County, Contra Costa County, Los Angeles County, Los Angeles City, Marin County, Orange County, Santa Barbara County, Santa Clara County, Santa Cruz County, San Diego County, San Francisco County, San Mateo County, Sonoma County, and Ventura County. CNCS instructs its programs to base income eligibility of program participants on 135 percent of the DHHS poverty guideline.

Recommendation: The work group urges DoL to establish a higher federal poverty guideline threshold in documented high cost areas within the State of California.

Recommendation #3:

Background: Should governors be required to secure One-Stop infrastructure funding from mandated One-Stop partners for distribution to One-Stop Centers?

SCSEP funding limits the percentage a program can pay for administration. By adding a WIA cash fair share of allocable One-Stop costs, the SCSEP would pay twice for administration. This would place an undue financial hardship on an already limited funding structure. If the SCSEP is required to support a fair share contribution to infrastructure, California could support the SCSEP using staff time at the One-Stop as an in-kind contribution (as outlined in the April 28 Federal Register, 20 CFR Part 641, Sec 641.847) as an acceptable form of payment. This arrangement aligns with WIA statutory and regulatory requirements.

Recommendation:

California SCSEP supports efforts to identify additional funding for One-Stop infrastructure and core services, and recommends that Congress appropriate additional funding to be distributed to states for infrastructure purposes.

California SCSEP recommends that if the SCSEP must contribute to funding of the infrastructure that in-kind contributions be used as the acceptable form of payment. In Section F, Coordination with the WIA, documentation shows that the majority of support currently provided is through in-kind contributions. However, the decision around funding appears to rest with the administrator at each local OSCC.

We recommend that DoL clarify the policy regarding funding contributions directly to the State boards, and ask each board to notify their local WIBs and OSCC of this policy in order to ensure consistency throughout the OSCC system.

Recommendation #4:

Background:

SCSEP is authorized to serve unemployed low-income older workers with poor employment prospects. Generally, this hard-to-serve population requires more time in a program and/or intensive services to prepare them for meaningful employment. Currently, SCSEP grantees find it extremely difficult, if not impossible, to negotiate an MOU with their LWIBs and their local comprehensive OSCCs. With the promulgation of new regulations, SCSEPs can be sanctioned for not negotiating MOUs with all local partners, but the same sanctions do not apply to the One-Stop system administered by the DoL Workforce Division.

Recommendation:

The DoL Workforce Division should be required to work with the DoL Employment and Training Administration to ensure that MOU requirements set forth in current regulation are implemented with all local WIBs and their mandated partners.

Recommendation #5:

Background:

Current regulations require mandated partners be represented on State and local Workforce Investment Boards. Adherence to these regulations is not currently reflected in existing practice at the State and in limited practice at the local level. Without representation, the special needs of older workers are not considered on a consistent basis.

Recommendation:

During WIA Reauthorization, do not entertain language that would remove the requirement for mandated One-Stop partner programs to secure a seat on the State and local Workforce Investment Board. In fact, DoL and the State Board should enforce adherence to this requirement, because representation is necessary in order to prohibit the erosion of intensive services targeted to older workers currently served by the SCSEP.

In addition, during the WIA Reauthorization process, offer amendments that requires the director of a State Unit on Aging, which administer an SCSEP, to be a member of the State Workforce Investment Board to ensure that SCSEP participation occurs at all levels of the One-Stop system, and the needs of this particular population are met.

E-Mail Transmissions Related to the Comment Period for the CALIFORNIA SENIOR EMPLOYMENT SERVICES COORDINATION PLAN

CSESCP – First Public Notification

From: Prock, Xochi @ Aging
Sent: Thursday, June 24, 2004 9:38 AM
To: AAA Directors; Workforce Investment Board; SCSEP Title V National Contractors; SCSEP Title V State Contractors; 'peggy@mpic.org'; 'worksource@ci.berkeley.ca.us'; Shaddock, Melvin@EDD; 'pcarson@co.alameda.ca.us'; 'Melissa.Pedroza@edd.ca.gov'; 'jbaker@ohlone.cc.ca.us'; 'mljtnp@volcano.net'; 'dgaghagen@ncen.org'; Finley, Bill@ncen.org; 'mconner@mljt.org'; 'sknox@ncen.org'; 'rcox@ehsd.co.contra-costa.ca'; 'cmarchiano@ehsd.co.contra-costa.ca.us'; 'rcox@ehsd.co.contra-costa.ca'; 'dmccown@ehsd.co.contra-costa.ca.us'; 'lannyl@foothill.net'; 'sleon@workforce-connection.com'; 'pamador@workforce-connection.com'; 'pamador@workforce-connection.com'; 'awatkins@workforce-connection.com'; 'awatkins@workforce-connection.com'; Gaghagen, Kim@Glenn; 'steague@co.humboldt.ca.us'; 'etr@gbis.com'; Innuss, Monica@icoe.k12; 'kentb@co.kern.ca.us'; 'lccc@ncen.org'; 'lcn@ncen.org'; 'pmiller@ttiamerica.com'; Groves, Louri@Torrance; 'marjeanc@selaco.com'; 'cmiller@buildonestop.com'; 'dets@earthlink.net'; 'pmartinez@ci.gardena.ca.us'; 'clenz@ci.glendale.ca.us'; 'jstull@ci.glendale.ca.us'; 'ldshrn@sbwib.org'; 'kennelly@hubcities.org'; 'bhubbard@sbwib.org'; 'mjohnson@laul.org'; 'info@laworks.org'; 'aywdc@aywdc.net'; 'Bryan_Rogers@longbeach.gov'; 'kblueford@laul.org'; 'mbell@iwebcon.net'; 'pr-cci@pacbell.net'; 'hchow@cscla.org'; 'ing@westlake-onestop.org'; 'kmiller@lagoodwill.org'; 'ibrown@communitycareer.org'; 'audreym@lefc.com'; 'tcole@wlcac.org'; 'dwalker@sbwid.orgb'; 'manuel.cons@acs-inc.com'; 'ce1@careerencores.org'; 'jflowers@tcwib.org'; Foothill Employment & Training Consortium; 'bdent@laul.org'; 'Helen.wong@redondo.org'; 'vvirueette@careerpartners.org'; 'wscc@santa-clarita.com'; Groves, Louri@Torrance; 'jterramagra@ttiamerica.com'; 'acooper@jvsla.org'; 'fdeleon@myjoblink.org'; Rodriguez, Linda@EDD; Wayne, Donna@co.marin.ca.us; 'nitta@mljt.org'; 'peggy@mpic.org'; 'fred@mpic.org'; 'jean@mpic.org'; 'pitd20@co.merced.ca.us'; 'mec@ncen.org'; 'wernerj@monterey.ca.us'; Zimny, Teresa@co.napa.ca.us; 'nevadacity1stop@yahoo.com'; 'rlslayton@anaheim.net'; 'lwikerson@cccd.edu'; 'toniaU@ci.garden-grove.ca.us'; 'lwhitlinger@ttiamerica.com'; Chen-Lee, Judy@ci.santa-

ana.ca.us; 'indiveri@psyber.com'; Buchanan, Terri@EDD;
 'etc@ncen.org'; 'pramos@rivcoeda.org'; 'lbaer@delpaso.seta.net';
 Abernethy, Gloria @ Aging; 'mefichtnp@delpaso.seta.net';
 'Keroehrp@delpaso.seta.net'; Walker, William@delpaso.seta.net;
 'dmdougla@delpaso.seta.net'; 'sdbrown@delpaso.seta.net';
 'cvspitz@delpaso.seta.net'; 'mfehl@hollinet.com';
 'sue_tsuda@cmccd.cc.ca.us'; 'jjames@jesd.sbcounty.gov'; Stowers,
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 'koles@jesd.sbcounty.gov'; 'berni@workforce.org';
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 'sylvia@workforce.org'; 'cecilec@workforce.org';
 'grecinos@cet2000.org'; 'roy_li@sfgov.org'; 'Awilliam@sjcworknet.org';
 'info@slocareers.com'; 'rdeis@co.sanmateo.ca.us';
 'Rhardway@oicw.org'; Gomes, Linda@EDD; Baker, Mona@co.santa-
 barbara.ca.us; Steligo, Chuck@EDD; 'ken.vanmeter@ci.sj.ca.us';
 Cipperly, Angela@ci.sj.ca.us; 'youth@youthatwork.org'; Kindschi,
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 'fforg@mail.co.stanislaus.ca.gov'; 'mgriese@ncen.org';
 'bginther@ncen.org'; 'jtctc@ncen.org'; 'jtctc@ncen.org';
 'lcrandall@ncen.org'; 'jflowers@tcwib.org'; 'lhernand@tcwib.org';
 'maryf@mljt.org'; 'jesse.hernandez@mail.co.ventura.ca.us';
 'gladys.veloz@mail.co.ventura.ca.us';
 'elsa.banuelos@mail.co.ventura.ca.us';
 'karen.pena@mail.co.ventura.ca.us';
 'teresa.titus@mail.co.ventura.ca.org';
 'michael.velasquez@mail.co.ventura.ca.us'; Paul,
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 'bill.simmons@yuba1stop.org'; 'sknox@ncen.org'; Lehn,
 John@co.kings.ca.us; 'sleon@workforce-connection.com';
 'gmedina@workforce-connection.com'; 'gmedina@workforce-
 connection.com'; 'pitd143@co.merced.ca.us'; 'fred@mpic.org';
 'fred@mpic.org'; 'icarreon@domain2.hacla.org';
 'pmcclend@edd.ca.gov'; 'rudold@lacitycollege.edu';
 'cecila_walters@longbeach.gov'; 'lcassian@icoet.org'; Innuss,
 Monica@icoe.k12; 'lfriend@delpaso.seta.net';
 'hwestbup@delpaso.seta.net'; 'ptovar@sjcworknet.org';
 'Billc@Goodwill-sjv.org'; 'awilliams@sjcworknet.org';
 'womenatwork@earthlink.net'; 'mrichard@sjcworknet.org'; Moore,
 Bill@EDD; Gagghagen, Kim@Glenn; Maloney, Dan@sjcworknet.org;
 'smonroe@edd.ca.gov'; 'kathysmith@ventura.ca.us';
 'grios@mcdoss.net'; 'information@wsca.cc'; 'agerrie@peralta.cc.ca.us';
 'kv-cflc@linkline.com'; 'cquintana@rusd.kiz.ca.us';
 'mchavez@rcoe.kiz.ca.us'; 'jerryc@moval.org'; 'efrank@rcoe.kiz.ca.us';
 Drake, Susan@EDD; 'fforg@mail.co.stanislaus.ca.gov'; Rosenbloom,

Marcy@EDD; 'Elena.Quintana@acs-inc.com';
'vilaip@laofamilynet.org'; 'EC1Stop@eciw.mills.edu';
'Cthur@merritt.edu'; 'dwalker@sbwib.org'; 'gstruek@mwci.net';
'denisem@workforce.org'; 'Gabriel@workforce.org';
'VickiJ@workforce.org'; 'manuel.cons@acs-inc.com';
'kimkuoch@hotmail.com'; 'mhamilton@communitycareer.org'
Cc: CDA Title VFGSC
Subject: 2004 California Senior Employment Services Coordination Plan -
Public Notification

**California Senior Employment Services
Coordination Plan – Public Notification**

Please be advised that a “Draft” copy of the California State Senior Employment Coordination Plan for Program Year 2004 is now available for review and comment. A copy of the “Draft” Plan can be downloaded from the California Department of Aging’s website at:

www.aging.ca.gov/html/whatsnew/index.htm

All comments should be sent no later than July 6, 2004 to:

Johnna Meyer, SCSEP Policy Manager
California Department of Aging
1600 K Street
Sacramento, CA 95814
(916) 322-0788
jmeyer@aging.ca.gov

Public Commentary begins June 24, 2004 thru July 6, 2004.

Xochi A. Prock
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E-Mail Transmissions Related to the Comment Period for the
CALIFORNIA SENIOR EMPLOYMENT SERVICES COORDINATION PLAN

CSESCP – Second Public Notification

From: Prock, Xochi @ Aging
Sent: Thursday, June 24, 2004 10:12 AM
To: 'david_mckee@experienceworks.org'; 'jledesma@ser-national.org';
'joseph@napca.org'; 'treynolds@ssa-i.org'; 'nahenow@aol.com';
'bharris01@fs.fed.us'; 'pmccray@fs.fed.us'; 'jberquist@cset.org';
'susan.white@mail.co.ventura.ca.us'; Christian Teeter;
'tracy.hudson@sdcounty.ca.gov'; Nishikawa, Ardis-TitleV State
Contractor; Lowe, Linda-TitleV State Contractor
Cc: CDA Title VFGSC
Subject: FW: 2004 California Senior Employment Services Coordination Plan -
Public Notification

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Coordination Plan – Public Notification**

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Public Commentary begins June 24, 2004 thru July 6, 2004.

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From: Prock, Xochi @ Aging
Sent: Thursday, June 24, 2004 10:12 AM
To: 'david_mckee@experienceworks.org'; 'jledesma@ser-national.org';
'joseph@napca.org'; 'treynolds@ssa-i.org'; 'nahenow@aol.com';
'bharris01@fs.fed.us'; 'pmccray@fs.fed.us'; 'jberquist@cset.org';
'susan.white@mail.co.ventura.ca.us'; Christian Teeter;
'tracy.hudson@sdcounty.ca.gov'; Nishikawa, Ardis-TitleV State
Contractor; Lowe, Linda-TitleV State Contractor
Cc: CDA Title VFGSC
Subject: FW: 2004 California Senior Employment Services Coordination Plan -
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Johnna Meyer, SCSEP Policy Manager
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Public Commentary begins June 23, 2004 thru July 6, 2004.

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SCSEP Equitable Distribution Report

Please fill in the current number of positions for your state and for each national grantee within your state. Totals and differences will calculate automatically. Adjust column widths as needed. (You may remove columns for national grantees that are not represented in your state.) Save the file and return a copy by e-mail to: gibson.gale@dol.gov

County	Distribution Factor	Equitable Share	State	AARP	ABLE	ANPPM	EW	NAPCA	NCOA	NICOA	SER	SSA	USFS	Totals	Diff.	Diff. 2002
Alameda County, CA	0.0387	201	24									179		203	2	-13
Alpine County, CA	0.0000	0												0	0	0
Amador County, CA	0.0015	8					8						2	10	2	2
Butte County, CA	0.0086	44					30						14	44	0	-4
Calaveras County, CA	0.0018	10					6						5	11	1	3
Colusa County, CA	0.0008	4					5						2	7	3	3
Contra Costa County, CA	0.0199	103	13	83										96	-7	0
Del Norte County, CA	0.0015	8		11										11	3	5
El Dorado County, CA	0.0036	19					10						20	30	11	8
Fresno County, CA	0.0288	149	30								96		20	146	-3	2
Glenn County, CA	0.0011	6					6						3	9	3	1
Humboldt County, CA	0.0050	26		55										55	29	30
Imperial County, CA	0.0071	37								5	34			39	2	0
Inyo County, CA	0.0010	5	6										11	17	12	10
Kern County, CA	0.0247	128					78						37	115	-13	-11
Kings County, CA	0.0043	22	3	18										21	-1	0
Lake County, CA	0.0037	19					22						1	23	4	-1
Lassen County, CA	0.0012	6					4						9	13	7	6
Los Angeles County, CA	0.1763	913	275		70	248		103	24		108	30	30	888	-25	-21
Los Angeles City, CA	0.1473	763	241		60	212		87	20		92	25	26	763	0	-4
Madera County, CA	0.0049	25									25			25	0	0
Marin County, CA	0.0055	29	9	13			2							24	-5	-2
Mariposa County, CA	0.0011	6					5							5	-1	-1
Mendocino County, CA	0.0039	20					16							16	-4	-1
Merced County, CA	0.0075	39	12				17							29	-10	-9
Modoc County, CA	0.0007	4					3						2	5	1	1
Mono County, CA	0.0002	1	1										7	8	7	7
Monterey County, CA	0.0093	48										44	2	46	-2	-2
Napa County, CA	0.0040	21	3				15							18	-3	3
Nevada County, CA	0.0030	16					4						13	17	1	2
Orange County, CA	0.0588	305	96					71			50	35		252	-53	-4
Placer County, CA	0.0053	27					26						1	27	0	-2
Plumas County, CA	0.0009	5					4						4	8	3	2
Riverside County, CA	0.0498	258	90							39	116			245	-13	-1
Sacramento County, CA	0.0345	179		138			2							140	-39	-17
San Benito County, CA	0.0010	5					7							7	2	1
San Bernardino County, CA	0.0460	238	49			71				20		40	56	236	-2	-1
San Diego County, CA	0.0698	362	73			83				25	100	90		371	9	-3
San Francisco County, CA	0.0350	181						50	181					231	50	17
San Joaquin County, CA	0.0209	108	20				12		67					99	-9	-1
San Luis Obispo County, CA	0.0078	40		34										34	-6	0
San Mateo County, CA	0.0145	75	25					14	56					95	20	5
Santa Barbara County, CA	0.0105	54		46										46	-8	-8
Santa Clara County, CA	0.0321	166	46					44	79					169	3	2
Santa Cruz County, CA	0.0058	30							37					37	7	0
Shasta County, CA	0.0071	37					16						23	39	2	0
Sierra County, CA	0.0001	1					1						1	2	1	0
Siskiyou County, CA	0.0026	14					6						22	28	14	13
Solano County, CA	0.0085	44	8				10		13				7	38	-6	-2
Sonoma County, CA	0.0117	60		65			16							81	21	23
Stanislaus County, CA	0.0149	77	14				10					47		71	-6	0
Sutter County, CA	0.0031	16					10							10	-6	-5
Tehama County, CA	0.0028	15					12						3	15	0	0
Trinity County, CA	0.0006	3					3						3	6	3	1
Tulare County, CA	0.0142	73	12	67										79	6	2
Tuolumne County, CA	0.0022	11					8						9	17	6	6
Ventura County, CA	0.0156	81	13			53						5		71	-10	-4
Yolo County, CA	0.0043	22		10			9							19	-3	-3
Yuba County, CA	0.0025	13					8						7	15	2	1
TOTALS:	1.0000	5180	1063	540	130	667	391	369	477	89	621	490	345	5182	2	36

SCSEP Equitable Distribution Report

Please fill in the current number of positions for your state and for each national grantee within your state. Totals and differences will calculate automatically. Adjust column widths as needed. (You may remove columns for national grantees that are not represented in your state.) Save the file and return a copy by e-mail to: gibson.gale@dol.gov

County	Distribution Factor	Equitable Share	State	AARP	ABLE	ANPPM	EW	NAPCA	NCOA	NICOA	SER	SSA	USFS	Totals	Diff.
Alameda County, CA	0.0387	201	24									179		203	2
Alpine County, CA	0.0000	0												0	0
Amador County, CA	0.0015	8					8						2	10	2
Butte County, CA	0.0086	44					30						14	44	0
Calaveras County, CA	0.0018	10					6						5	11	1
Colusa County, CA	0.0008	4					5						2	7	3
Contra Costa County, CA	0.0199	103	13	83										96	-7
Del Norte County, CA	0.0015	8		11										11	3
El Dorado County, CA	0.0036	19					8						16	24	5
Fresno County, CA	0.0288	149	30								96		20	146	-3
Glenn County, CA	0.0011	6					6						3	9	3
Humboldt County, CA	0.0050	26		35										35	9
Imperial County, CA	0.0071	37								5	34			39	2
Inyo County, CA	0.0010	5	4										10	14	9
Kern County, CA	0.0247	128					80						41	121	-7
Kings County, CA	0.0043	22	3	18										21	-1
Lake County, CA	0.0037	19					22						1	23	4
Lassen County, CA	0.0012	6					4						9	13	7
Los Angeles County, CA	0.1763	913	275		70	248		87	42		108	30	47	907	-6
Los Angeles City, CA	0.1473	763	241		60	212		103	13		92	25	12	758	-5
Madera County, CA	0.0049	25									25			25	0
Marin County, CA	0.0055	29	9	13			0		2					24	-5
Mariposa County, CA	0.0011	6					5							5	-1
Mendocino County, CA	0.0039	20					16							16	-4
Merced County, CA	0.0075	39	14				17							31	-8
Modoc County, CA	0.0007	4					3						2	5	1
Mono County, CA	0.0002	1	1										5	6	5
Monterey County, CA	0.0093	48									44	2	46	2	-2
Napa County, CA	0.0040	21	3				15							18	-3
Nevada County, CA	0.0030	16					4						13	17	1
Orange County, CA	0.0588	305	99					100			59	40		298	-7
Placer County, CA	0.0053	27					26						1	27	0
Plumas County, CA	0.0009	5					4						4	8	3
Riverside County, CA	0.0498	258	92							39	116			247	-11
Sacramento County, CA	0.0345	179		164			10							174	-5
San Benito County, CA	0.0010	5					7							7	2
San Bernardino County, CA	0.0460	238	49			71				20		40	56	236	-2
San Diego County, CA	0.0698	362	70			83				25	91	85		354	-8
San Francisco County, CA	0.0350	181						25	166					191	10
San Joaquin County, CA	0.0209	108	22				12		67					101	-7
San Luis Obispo County, CA	0.0078	40		34										34	-6
San Mateo County, CA	0.0145	75	19					10	56					85	10
Santa Barbara County, CA	0.0105	54		46										46	-8
Santa Clara County, CA	0.0321	166	46					44	79					169	3
Santa Cruz County, CA	0.0058	30							37					37	7
Shasta County, CA	0.0071	37					16						23	39	2
Sierra County, CA	0.0001	1					1						1	2	1
Siskiyou County, CA	0.0026	14					2						22	24	10
Solano County, CA	0.0085	44	8				12		15				7	42	-2
Sonoma County, CA	0.0117	60		59			12							71	11
Stanislaus County, CA	0.0149	77	14				10					47		71	-6
Sutter County, CA	0.0031	16					10							10	-6
Tehama County, CA	0.0028	15					12						3	15	0
Trinity County, CA	0.0006	3					3						3	6	3
Tulare County, CA	0.0142	73	12	67										79	6
Tuolumne County, CA	0.0022	11					8						9	17	6
Ventura County, CA	0.0156	81	13			53							5	71	-10
Yolo County, CA	0.0043	22		10			9							19	-3
Yuba County, CA	0.0025	13					8						7	15	2
TOTALS:	1.0000	5180	1061	540	130	667	391	369	477	89	621	490	345	5180	0

**TABLE 89. CALIFORNIA POPULATION AGED 60 AND OVER
IN RURAL AREAS BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS AND COUNTIES**

	60+ TOTAL POPULATION	60+ WHITE	60+ BLACK OR AA 1/	60+ AI/AN 2/	60+ ASIAN	60+ NH/OPI 3/	60+ OTHER	60+ MULTIRACE	60+ HISPANIC OR LATINO 4/
CALIFORNIA	346,040	301,715	2,970	3,855	6,740	275	490	6,490	23,505
PSA 1									
DEL NORTE	1,800	1,590	0	105	20	4	0	35	45
HUMBOLDT	6,505	5,825	15	370	25	4	10	140	120
TOTAL	8,305	7,420	15	480	45	4	10	175	165
PSA 2									
LASSEN	2,770	2,505	20	40	4	15	20	75	85
MODOC	1,580	1,435	4	60	4	0	25	20	30
SHASTA	10,835	10,270	20	115	35	4	15	190	185
SISKIYOU	6,920	6,390	40	140	25	0	4	160	160
TRINITY	2,910	2,745	0	55	4	0	0	55	50
TOTAL	25,010	23,350	80	410	70	20	65	500	510
PSA 3									
BUTTE	7,480	6,845	40	70	105	10	4	155	255
COLUSA	1,440	1,180	10	15	30	4	0	20	175
GLENN	1,870	1,615	0	20	20	0	10	40	165
PLUMAS	4,620	4,410	15	30	15	0	15	75	60
TEHAMA	6,010	5,570	20	60	25	0	4	95	230
TOTAL	21,420	19,625	85	195	195	10	30	390	885
PSA 4									
NEVADA	6,935	6,555	10	25	45	0	0	85	215
PLACER	10,105	9,140	75	50	285	10	20	185	345
SACRAMENTO	5,335	4,310	80	60	340	0	0	90	455
SIERRA	830	795	0	10	0	0	0	4	25
SUTTER	2,015	1,620	20	15	245	0	10	25	90
YOLO	2,395	1,810	100	15	95	0	0	30	350
YUBA	3,590	3,275	10	65	40	0	0	85	120
TOTAL	31,210	27,495	295	235	1,050	10	30	500	1,595
PSA 5									
MARIN	2,140	2,045	10	4	40	0	0	25	20
PSA 6									
SAN FRANCISCO	0	0	0	0	0	0	0	0	0
PSA 7									
CONTRA COSTA	2,670	2,240	70	15	105	0	15	85	140
PSA 8									
SAN MATEO	1,460	1,320	4	4	30	0	0	25	75
PSA 9									
ALAMEDA	1,235	995	4	0	160	10	0	10	60
PSA 10									
SANTA CLARA	3,320	2,715	15	0	260	0	10	45	270
PSA 11									
SAN JOAQUIN	9,970	8,300	90	10	345	10	40	245	930

2000 Census, Summary File 3 (Totals may not add due to rounding.)

1/ AA - African American

2/ AI/AN - American Indian/Alaskan Native

3/ NH/PI - Native Hawaiian & Other Pacific Islander

4/ Persons of Hispanic or Latino origin may be of any race.

**TABLE 89. CALIFORNIA POPULATION AGED 60 AND OVER
IN RURAL AREAS BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS AND COUNTIES**

	60+ TOTAL POPULATION	60+ WHITE	60+ BLACK OR AA 1/	60+ AI/AN 2/	60+ ASIAN	60+ NH/OPI 3/	60+ OTHER	60+ MULTIRACE	60+ HISPANIC OR LATINO 4/
PSA 12									
ALPINE	195	165	0	20	0	0	4	0	4
AMADOR	5,825	5,475	15	70	20	0	20	85	145
CALAVERAS	8,695	8,160	25	90	25	0	0	130	265
MARIPOSA	3,965	3,700	4	65	4	0	20	90	80
TUOLUMNE	6,300	5,915	4	50	40	10	25	95	160
TOTAL	24,980	23,415	50	295	90	10	70	400	650
PSA 13									
SAN BENITO	1,610	1,235	4	4	20	0	0	55	290
SANTA CRUZ	4,480	4,050	4	25	105	10	10	60	215
TOTAL	6,090	5,285	10	30	125	10	10	115	505
PSA 14									
FRESNO	15,985	11,420	225	170	1,075	0	0	295	2,800
MADERA	8,935	7,570	160	80	80	4	15	285	735
TOTAL	24,920	18,990	390	250	1,155	4	15	580	3,540
PSA 15									
KINGS	2,355	1,655	65	45	40	0	4	70	475
TULARE	10,360	8,080	55	85	205	30	30	260	1,615
TOTAL	12,715	9,735	120	130	245	30	30	330	2,090
PSA 16									
INYO	1,920	1,680	4	120	4	0	0	35	75
MONO	1,105	1,035	4	15	15	0	0	20	10
TOTAL	3,025	2,720	10	135	15	0	0	55	85
PSA 17									
SAN LUIS OBISPO	8,910	8,155	30	20	155	0	0	125	430
SANTA BARBARA	3,590	3,250	4	4	65	0	0	15	250
TOTAL	12,500	11,400	30	25	220	0	0	140	680
PSA 18									
VENTURA	3,180	2,685	10	4	105	0	0	4	375
PSA 19									
LOS ANGELES CO. 5/	9,140	7,605	195	75	460	15	0	100	695
PSA 20									
SAN BERNARDINO	18,930	16,270	360	150	215	10	10	410	1,505
PSA 21									
RIVERSIDE	21,670	18,460	345	195	225	50	20	375	2,005
PSA 22									
ORANGE	550	465	0	0	30	0	0	0	55

2000 Census, Summary File 3 (Totals may not add due to rounding.)

1/ AA - African American

2/ AI/AN - American Indian/Alaskan Native

3/ NH/PI - Native Hawaiian & Other Pacific Islander

4/ Persons of Hispanic or Latino origin may be of any race.

5/ Los Angeles County is divided into two planning and service areas, PSA 19 and PSA 25.

PSA 25 consists of the City of Los Angeles. PSA 19 consists of the remaining portion of Los Angeles County.

**TABLE 89. CALIFORNIA POPULATION AGED 60 AND OVER
IN RURAL AREAS BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS AND COUNTIES**

	60+ TOTAL POPULATION	60+ WHITE	60+ BLACK OR AA 1/	60+ AI/AN 2/	60+ ASIAN	60+ NH/OPI 3/	60+ OTHER	60+ MULTIRACE	60+ HISPANIC OR LATINO 4/
PSA 23 SAN DIEGO	18,845	16,725	75	370	260	20	0	210	1,190
PSA 24 IMPERIAL	4,405	3,125	25	150	70	0	0	105	930
PSA 25 LOS ANGELES CITY 5/	1,150	990	20	10	85	0	0	20	30
PSA 26 LAKE MENDOCINO	5,990 7,575 TOTAL	5,435 6,935 12,370	155 10 165	60 235 295	25 65 90	10 0 10	15 4 15	115 145 260	180 180 355
PSA 27 SONOMA	12,145	11,230	40	65	225	10	20	185	370
PSA 28 NAPA SOLANO	4,570 2,800 TOTAL	4,230 2,425 6,655	10 25 30	10 20 30	60 85 145	0 10 10	10 0 10	65 50 115	185 185 370
PSA 29 EL DORADO	10,895	10,125	30	60	60	0	0	265	355
PSA 30 STANISLAUS	6,595	5,585	50	60	50	0	4	175	670
PSA 31 MERCED	5,305	3,890	110	45	160	10	30	190	875
PSA 32 MONTEREY	7,475	6,325	60	20	305	15	4	90	660
PSA 33 KERN	13,840	12,170	175	110	110	0	40	370	870

2000 Census, Summary File 3 (Totals may not add due to rounding.)

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3/ NH/PI - Native Hawaiian & Other Pacific Islander

4/ Persons of Hispanic or Latino origin may be of any race.

5/ Los Angeles County is divided into two planning and service areas, PSA 19 and PSA 25.

PSA 25 consists of the City of Los Angeles. PSA 19 consists of the remaining portion of Los Angeles County.

**TABLE 82. CALIFORNIA POPULATION AGED 60 AND OVER
BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

	60+ TOTAL POPULATION	60+ WHITE	60+ BLACK OR AA 1/	60+ AI/AN 2/	60+ ASIAN	60+ NH/OPI 3/	60+ OTHER	60+ MULTIRACE	60+ HISPANIC OR LATINO 4/
CALIFORNIA	4,742,499	3,220,342	253,122	18,879	484,782	7,984	5,359	74,710	677,321
PSA 1									
DEL NORTE	4,513	4,071	9	170	44	3	3	81	132
HUMBOLDT	20,574	18,861	74	671	152	15	21	385	395
TOTAL	25,087	22,932	83	841	196	18	24	466	527
PSA 2									
LASSEN	4,083	3,661	61	93	11	3	9	79	166
MODOC	2,183	1,998	7	55	15	1	5	32	70
SHASTA	32,387	30,395	122	387	285	15	33	520	630
SISKIYOU	10,374	9,527	113	191	50	3	5	199	286
TRINITY	3,058	2,847	3	77	6	2	0	73	50
TOTAL	52,085	48,428	306	803	367	24	52	903	1,202
PSA 3									
BUTTE	40,000	36,880	306	320	466	19	32	603	1,374
COLUSA	2,787	2,160	16	38	55	4	9	47	458
GLENN	4,454	3,874	12	39	59	1	7	84	378
PLUMAS	5,045	4,790	21	53	23	4	3	60	91
TEHAMA	11,688	10,787	29	123	42	10	22	188	487
TOTAL	63,974	58,491	384	573	645	38	73	982	2,788
PSA 4									
NEVADA	20,701	19,835	24	69	110	3	12	219	429
PLACER	42,699	38,760	206	179	1,033	29	23	473	1,996
SACRAMENTO	178,183	131,749	11,415	855	17,493	460	258	3,257	12,696
SIERRA	855	805	1	7	1	0	2	10	29
SUTTER	12,983	10,256	156	92	1,214	14	10	217	1,024
YOLO	20,748	16,049	320	116	1,008	25	19	342	2,869
YUBA	8,571	7,088	182	116	369	7	13	228	568
TOTAL	284,740	224,542	12,304	1,434	21,228	538	337	4,746	19,611
PSA 5									
MARIN	44,647	40,676	576	48	1,474	39	28	409	1,397
PSA 6									
SAN FRANCISCO	136,369	59,164	11,196	235	50,503	322	214	2,353	12,382
PSA 7									
CONTRA COSTA	142,932	106,402	9,785	400	13,105	198	166	2,198	10,678
PSA 8									
SAN MATEO	115,986	79,325	4,019	178	18,237	766	158	1,909	11,394
PSA 9									
ALAMEDA	195,249	108,167	27,852	501	35,851	607	258	3,813	18,200
PSA 10									
SANTA CLARA	218,931	138,729	3,718	496	44,531	414	220	3,659	27,164
PSA 11									
SAN JOAQUIN	78,070	53,346	3,520	367	7,872	102	120	1,575	11,168

2000 Census, Summary File 1

1/ AA - African American

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4/ Persons of Hispanic or Latino origin may be of any race.

**TABLE 82. CALIFORNIA POPULATION AGED 60 AND OVER
BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

	60+ TOTAL POPULATION	60+ WHITE	60+ BLACK OR AA 1/	60+ AI/AN 2/	60+ ASIAN	60+ NH/OPI 3/	60+ OTHER	60+ MULTIRACE	60+ HISPANIC OR LATINO 4/
PSA 12									
ALPINE	187	157	0	21	0	0	3	1	5
AMADOR	8,364	7,929	26	63	32	5	3	85	221
CALAVERAS	10,182	9,481	62	72	65	3	1	134	364
MARIPOSA	3,980	3,698	7	71	19	1	7	65	112
TUOLUMNE	13,055	12,304	30	82	62	2	7	155	413
TOTAL	35,768	33,569	125	309	178	11	21	440	1,115
PSA 13									
SAN BENITO	5,803	3,711	28	34	164	5	1	106	1,754
SANTA CRUZ	33,307	27,915	151	116	1,211	22	48	410	3,434
TOTAL	39,110	31,626	179	150	1,375	27	49	516	5,188
PSA 14									
FRESNO	103,617	68,257	3,986	619	6,782	43	87	1,636	22,207
MADERA	17,979	13,415	537	203	239	10	54	376	3,145
TOTAL	121,596	81,672	4,523	822	7,021	53	141	2,012	25,352
PSA 15									
KINGS	13,060	8,558	536	95	521	10	16	254	3,070
TULARE	47,404	33,299	519	333	1,560	21	61	804	10,807
TOTAL	60,464	41,857	1,055	428	2,081	31	77	1,058	13,877
PSA 16									
INYO	4,312	3,835	0	228	12	0	3	61	173
MONO	1,530	1,388	7	39	15	0	2	14	65
TOTAL	5,842	5,223	7	267	27	0	5	75	238
PSA 17									
SAN LUIS OBISPO	45,167	41,011	254	189	764	18	31	573	2,327
SANTA BARBARA	64,922	52,041	994	252	2,123	56	43	643	8,770
TOTAL	110,089	93,052	1,248	441	2,887	74	74	1,216	11,097
PSA 18									
VENTURA	102,686	77,833	1,408	334	5,401	123	64	1,027	16,496
PSA 19									
LOS ANGELES CO. /5	1,233,436	651,980	120,627	2,948	163,047	1,771	1,663	22,230	269,170
PSA 20									
SAN BERNARDINO	196,941	134,468	11,629	1,016	8,217	229	230	3,122	38,030
PSA 21									
RIVERSIDE	250,010	197,947	8,996	1,108	6,070	260	192	2,722	32,715
PSA 22									
ORANGE	377,185	282,363	2,904	865	43,530	564	322	4,729	41,908

2000 Census, Summary File 1

1/ AA - African American

2/ AI/AN - American Indian/Alaskan Native

3/ NH/PI - Native Hawaiian & Other Pacific Islander

4/ Persons of Hispanic or Latino origin may be of any race.

5/ Los Angeles County is divided into two planning and service areas, PSA 19 and PSA 25.

PSA 25 consists of the City of Los Angeles. PSA 19 consists of the remaining portion of Los Angeles County.

**TABLE 82. CALIFORNIA POPULATION AGED 60 AND OVER
BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

	60+ TOTAL POPULATION	60+ WHITE	60+ BLACK OR AA 1/	60+ AI/AN 2/	60+ ASIAN	60+ NH/OPI 3/	60+ OTHER	60+ MULTIRACE	60+ HISPANIC OR LATINO 4/
PSA 23 SAN DIEGO	404,025	305,010	12,755	1,475	30,442	1,061	372	5,063	47,847
PSA 24 IMPERIAL	18,913	7,353	427	197	346	7	11	191	10,381
PSA 25 LOS ANGELES CITY /5	0	0	0	0	0	0	0	0	0
PSA 26 LAKE MENDOCINO TOTAL	14,526 15,462 29,988	13,087 14,059 27,146	424 51 475	141 372 513	84 138 222	12 10 22	11 22 33	221 259 480	546 551 1,097
PSA 27 SONOMA	74,466	67,187	519	339	1,627	58	82	924	3,730
PSA 28 NAPA SOLANO TOTAL	24,121 50,232 74,353	21,568 32,190 53,758	161 5,497 5,658	75 207 282	584 6,917 7,501	28 285 313	17 54 71	271 991 1,262	1,417 4,091 5,508
PSA 29 EL DORADO	26,023	24,127	65	118	441	9	26	341	896
PSA 30 STANISLAUS	61,292	48,745	837	380	1,755	85	78	1,451	7,961
PSA 31 MERCED	26,651	17,807	1,072	125	1,272	24	49	657	5,645
PSA 32 MONTEREY	52,614	36,130	1,616	204	4,536	161	49	731	9,187
PSA 33 KERN	82,977	61,287	3,254	682	2,797	35	100	1,450	13,372

2000 Census, Summary File 1

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2/ AI/AN - American Indian/Alaskan Native

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PSA 25 consists of the City of Los Angeles. PSA 19 consists of the remaining portion of Los Angeles County. Data is not available for the City of Los Angeles.

**TABLE 81. CALIFORNIA POPULATION AGED 55 AND OVER
BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
CALIFORNIA	6,209,751	4,129,414	340,993	27,547	644,469	11,613	7,604	102,261	945,850
PSA 1									
DEL NORTE	5,799	5,156	22	224	58	4	7	126	202
HUMBOLDT	26,887	24,498	105	921	212	25	30	540	556
TOTAL	32,686	29,654	127	1,145	270	29	37	666	758
PSA 2									
LASSEN	5,447	4,845	80	133	23	4	12	117	233
MODOC	2,771	2,540	7	74	19	1	5	38	87
SHASTA	41,925	39,155	165	561	375	26	40	699	904
SISKIYOU	13,199	12,061	140	270	75	4	12	254	383
TRINITY	4,025	3,737	6	105	8	3	0	105	61
TOTAL	67,367	62,338	398	1,143	500	38	69	1,213	1,668
PSA 3									
BUTTE	49,527	45,309	378	457	620	26	52	843	1,842
COLUSA	3,601	2,710	18	45	65	8	12	68	675
GLENN	5,706	4,860	15	59	88	2	11	109	562
PLUMAS	6,546	6,189	24	83	28	5	3	81	133
TEHAMA	14,636	13,401	36	188	54	11	26	250	670
TOTAL	80,016	72,469	471	832	855	52	104	1,351	3,882
PSA 4									
NEVADA	26,520	25,271	33	121	154	8	19	321	593
PLACER	55,607	50,295	296	285	1,346	41	39	665	2,640
SACRAMENTO	230,536	168,546	15,343	1,269	22,414	731	351	4,644	17,238
SIERRA	1,091	1,029	2	10	1	0	2	13	34
SUTTER	16,734	12,949	204	142	1,645	20	22	318	1,434
YOLO	27,395	20,951	447	171	1,353	39	35	461	3,938
YUBA	11,180	9,135	237	188	476	8	19	325	792
TOTAL	369,063	288,176	16,562	2,186	27,389	847	487	6,747	26,669
PSA 5									
MARIN	61,296	55,543	807	76	2,077	56	42	622	2,073
PSA 6									
SAN FRANCISCO	171,395	75,955	14,153	340	61,263	433	290	3,016	15,945
PSA 7									
CONTRA COSTA	191,690	141,096	13,612	603	17,965	298	251	3,093	14,772
PSA 8									
SAN MATEO	151,598	101,488	5,365	280	24,757	1,112	211	2,564	15,821
PSA 9									
ALAMEDA	260,456	143,897	37,101	786	46,872	852	417	5,414	25,117
PSA 10									
SANTA CLARA	295,545	185,197	5,681	780	60,051	613	331	5,075	37,817
PSA 11									
SAN JOAQUIN	101,759	68,081	4,744	572	10,300	167	167	2,230	15,498

2000 Census, Summary File 1

1/ AA - African American

2/ AI/AN - American Indian/Alaskan Native

3/ NH/PI - Native Hawaiian & Other Pacific Islander

4/ Persons of Hispanic or Latino origin may be of any race.

**TABLE 81. CALIFORNIA POPULATION AGED 55 AND OVER
BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
PSA 12									
ALPINE	244	201	0	31	0	0	3	2	7
AMADOR	10,568	9,954	45	90	45	5	8	113	308
CALAVERAS	13,140	12,186	82	95	87	6	3	197	484
MARIPOSA	5,191	4,795	8	91	32	1	11	87	166
TUOLUMNE	16,361	15,299	53	123	82	11	8	221	564
TOTAL	45,504	42,435	188	430	246	23	33	620	1,529
PSA 13									
SAN BENITO	7,995	5,088	49	52	222	9	1	139	2,435
SANTA CRUZ	44,976	37,443	232	156	1,523	30	73	618	4,901
TOTAL	52,971	42,531	281	208	1,745	39	74	757	7,336
PSA 14									
FRESNO	134,524	86,168	5,269	887	8,820	69	137	2,222	30,952
MADERA	23,346	17,045	695	295	318	17	74	510	4,392
TOTAL	157,870	103,213	5,964	1,182	9,138	86	211	2,732	35,344
PSA 15									
KINGS	17,419	11,157	767	147	663	15	20	332	4,318
TULARE	61,823	42,305	671	469	2,040	26	82	1,080	15,150
TOTAL	79,242	53,462	1,438	616	2,703	41	102	1,412	19,468
PSA 16									
INYO	5,413	4,774	0	304	22	0	3	81	229
MONO	2,208	1,999	10	57	19	0	3	20	100
TOTAL	7,621	6,773	10	361	41	0	6	101	329
PSA 17									
SAN LUIS OBISPO	56,954	51,166	385	266	1,040	23	41	754	3,279
SANTA BARBARA	81,975	64,713	1,312	340	2,693	78	70	872	11,897
TOTAL	138,929	115,879	1,697	606	3,733	101	111	1,626	15,176
PSA 18									
VENTURA	137,540	102,978	1,992	496	7,458	176	97	1,445	22,898
PSA 19									
LOS ANGELES CO. /5	1,622,893	827,232	160,640	4,309	217,706	2,625	2,297	29,793	378,291
PSA 20									
SAN BERNARDINO	262,256	173,743	16,508	1,484	11,803	354	319	4,355	53,690
PSA 21									
RIVERSIDE	311,890	239,938	12,318	1,585	8,367	362	276	3,664	45,380
PSA 22									
ORANGE	505,337	369,132	4,547	1,338	61,604	853	449	6,629	60,785

2000 Census, Summary File 1

1/ AA - African American

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3/ NH/PI - Native Hawaiian & Other Pacific Islander

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PSA 25 consists of the City of Los Angeles. PSA 19 consists of the remaining portion of Los Angeles County.

**TABLE 81. CALIFORNIA POPULATION AGED 55 AND OVER
BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
PSA 23 SAN DIEGO	518,416	384,646	17,401	2,070	40,394	1,444	506	6,805	65,150
PSA 24 IMPERIAL	24,051	9,129	563	284	449	8	13	260	13,345
PSA 25 LOS ANGELES CITY /5	0	0	0	0	0	0	0	0	0
PSA 26 LAKE MENDOCINO TOTAL	18,093 20,518 38,611	16,183 18,510 34,693	500 72 572	209 489 698	119 185 304	13 14 27	15 35 50	303 381 684	751 832 1,583
PSA 27 SONOMA	98,115	87,685	764	490	2,223	92	116	1,342	5,403
PSA 28 NAPA SOLANO TOTAL	30,933 67,574 98,507	27,273 42,729 70,002	242 7,770 8,012	115 321 436	767 9,230 9,997	40 376 416	26 75 101	376 1,390 1,766	2,094 5,683 7,777
PSA 29 EL DORADO	34,691	31,962	105	211	597	19	33	475	1,289
PSA 30 STANISLAUS	79,820	62,270	1,189	543	2,484	130	107	1,970	11,127
PSA 31 MERCED	34,661	22,550	1,355	174	1,722	35	74	873	7,878
PSA 32 MONTEREY	68,739	46,250	2,094	303	5,710	227	73	1,003	13,079
PSA 33 KERN	109,216	79,017	4,334	980	3,746	58	150	1,958	18,973

2000 Census, Summary File 1

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PSA 25 consists of the City of Los Angeles. PSA 19 consists of the remaining portion of Los Angeles County. Data is not available for the City of Los Angeles.

**TABLE 88. CALIFORNIA POPULATION AGED 60 AND OVER
WITH INCOME BELOW 125% OF POVERTY LEVEL BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS AND COUNTIES**

	60+ TOTAL POPULATION	60+ WHITE	60+ BLACK OR AA 1/	60+ AI/AN 2/	60+ ASIAN	60+ NH/OPI 3/	60+ OTHER	60+ MULTIRACE	60+ HISPANIC OR LATINO 4/
CALIFORNIA	628,460	319,530	59,545	4,745	78,605	1,360	1,180	16,800	146,695
PSA 1									
DEL NORTE	920	715	0	105	50	0	0	45	4
HUMBOLDT	3,095	2,595	10	185	15	0	4	170	115
TOTAL	4,015	3,310	10	290	65	0	4	215	120
PSA 2									
LASSEN	605	530	0	20	0	0	10	4	40
MODOC	435	340	4	40	0	0	10	4	35
SHASTA	4,385	4,015	20	60	100	4	15	95	70
SISKIYOU	1,710	1,505	30	40	20	10	0	35	65
TRINITY	365	345	0	4	0	0	0	0	15
TOTAL	7,495	6,740	50	170	120	15	40	135	225
PSA 3									
BUTTE	5,640	4,920	105	85	145	0	0	140	245
COLUSA	445	290	4	10	0	0	0	0	135
GLENN	630	485	10	15	4	0	10	15	95
PLUMAS	550	485	4	15	15	0	0	20	4
TEHAMA	1,885	1,700	0	45	10	0	0	40	90
TOTAL	9,145	7,880	125	170	175	0	10	215	570
PSA 4									
NEVADA	1,730	1,635	0	10	15	0	0	40	30
PLACER	3,005	2,585	40	35	50	10	0	60	225
SACRAMENTO	20,795	12,150	2,365	195	2,970	45	30	665	2,370
SIERRA	85	75	0	0	0	0	0	0	15
SUTTER	2,035	1,415	30	20	275	15	10	70	205
YOLO	2,740	1,605	90	10	170	0	4	100	760
YUBA	1,555	1,235	35	50	100	0	4	55	70
TOTAL	31,945	20,705	2,560	325	3,580	70	50	985	3,670
PSA 5									
MARIN	2,830	2,360	85	4	140	0	4	50	180
PSA 6									
SAN FRANCISCO	24,690	8,390	2,660	40	10,255	120	20	525	2,690
PSA 7									
CONTRA COSTA	12,275	7,315	1,770	80	1,085	10	40	355	1,620
PSA 8									
SAN MATEO	8,305	4,880	485	30	1,390	70	4	235	1,210
PSA 9									
ALAMEDA	24,530	8,620	6,895	135	5,715	75	35	730	2,320
PSA 10									
SANTA CLARA	20,370	9,820	420	105	5,285	60	4	660	4,020
PSA 11									
SAN JOAQUIN	12,615	6,375	875	130	1,930	25	40	335	2,905

2000 Census, Summary File 3 (Totals may not add due to rounding.)

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**TABLE 88. CALIFORNIA POPULATION AGED 60 AND OVER
WITH INCOME BELOW 125% OF POVERTY LEVEL BY RACE AND HISPANIC ORIGIN
FOR STATE, PLANNING AND SERVICE AREAS AND COUNTIES**

	60+ TOTAL POPULATION	60+ WHITE	60+ BLACK OR AA 1/	60+ AI/AN 2/	60+ ASIAN	60+ NH/OPI 3/	60+ OTHER	60+ MULTIRACE	60+ HISPANIC OR LATINO 4/
PSA 12									
ALPINE	35	15	0	15	0	0	4	0	4
AMADOR	705	660	0	20	0	0	0	4	15
CALAVERAS	1,210	1,100	0	20	4	0	0	40	50
MARIPOSA	705	660	0	15	0	0	0	30	0
TUOLUMNE	1,150	1,075	0	25	0	10	15	0	30
TOTAL	3,805	3,510	0	90	4	10	15	75	95
PSA 13									
SAN BENITO	680	295	0	15	10	0	0	30	335
SANTA CRUZ	3,670	2,720	55	45	100	0	10	90	655
TOTAL	4,350	3,015	55	55	110	0	10	120	985
PSA 14									
FRESNO	17,310	7,605	1,195	185	1,700	0	0	520	6,105
MADERA	3,000	1,845	105	20	35	0	4	100	895
TOTAL	20,310	9,455	1,295	205	1,735	0	4	625	6,995
PSA 15									
KINGS	2,055	1,135	120	25	70	4	4	25	680
TULARE	8,615	4,300	210	110	385	4	20	180	3,400
TOTAL	10,670	5,435	330	140	455	4	20	205	4,080
PSA 16									
INYO	610	480	4	70	4	0	0	4	45
MONO	130	115	0	4	0	0	0	0	10
TOTAL	740	595	4	75	4	0	0	4	55
PSA 17									
SAN LUIS OBISPO	4,670	3,835	50	55	100	0	0	115	510
SANTA BARBARA	6,815	4,420	230	20	265	15	50	100	1,705
TOTAL	11,485	8,255	280	80	370	15	50	220	2,220
PSA 18									
VENTURA	9,840	5,985	250	85	465	70	0	75	2,910
PSA 19									
LOS ANGELES CO. 5/	111,270	43,440	12,195	420	16,290	210	190	3,425	35,100
PSA 20									
SAN BERNARDINO	28,955	15,920	2,405	260	1,115	45	60	690	8,460
PSA 21									
RIVERSIDE	32,580	20,865	2,175	335	925	65	40	665	7,505
PSA 22									
ORANGE	36,445	21,585	375	140	6,300	75	60	720	7,185

2000 Census, Summary File 3 (Totals may not add due to rounding.)

1/ AA - African American

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3/ NH/PI - Native Hawaiian & Other Pacific Islander

4/ Persons of Hispanic or Latino origin may be of any race.

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FOR STATE, PLANNING AND SERVICE AREAS AND COUNTIES**

	60+ TOTAL POPULATION	60+ WHITE	60+ BLACK OR AA 1/	60+ AI/AN 2/	60+ ASIAN	60+ NH/OPI 3/	60+ OTHER	60+ MULTIRACE	60+ HISPANIC OR LATINO 4/
PSA 23 SAN DIEGO	44,540	26,430	2,580	285	3,980	140	100	1,145	9,875
PSA 24 IMPERIAL	4,600	1,115	90	80	75	0	0	20	3,220
PSA 25 LOS ANGELES CITY 5/	95,125	31,190	18,740	285	14,090	100	235	2,855	27,635
PSA 26 LAKE MENDOCINO	2,385 2,150	2,075 1,810	80 10	55 145	0 20	0 0	15 0	35 70	125 100
TOTAL	4,540	3,890	90	195	20	0	15	105	225
PSA 27 SONOMA	7,310	6,060	80	75	315	0	20	145	625
PSA 28 NAPA SOLANO	1,985 4,735	1,575 2,470	40 735	30 50	45 650	10 40	10 20	30 175	245 590
TOTAL	6,720	4,045	770	80	695	50	30	205	835
PSA 29 EL DORADO	2,255	2,025	4	25	25	0	0	115	60
PSA 30 STANISLAUS	9,075	6,400	190	85	375	110	20	320	1,570
PSA 31 MERCED	4,760	2,425	310	15	315	0	15	175	1,500
PSA 32 MONTEREY	5,655	2,930	235	60	520	10	0	115	1,790
PSA 33 KERN	15,210	8,580	1,155	200	685	0	35	330	4,225

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APPENDIX G

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) ENROLLEES IN CALIFORNIA BY GENDER, AGE, ETHNICITY, INDIVIDUALS THAT ARE DISABLED, AND AT OR BELOW THE POVERTY LEVEL FOR FISCAL YEAR 2002-2003

Enrollee Characteristics			
GENDER		ETHNIC GROUP	
Male	1,280	White (not Hispanic)	1,385
Female	2,344	Black (not Hispanic)	549
AGE		Hispanic	950
55-59	854	American Indian or Alaskan Native	51
60-64	961	Asian or Pacific Islander	689
65-69	755	EDUCATION	
70-74	604	8th and Under	521
75 and Over	450	9th - 11th Grade	325
OTHER*		High School Grad or Equivalent	1,189
Family at or Below Poverty Level	3,217	1-3 Years of College	974
Veteran	366	4 Years of College or More	615
Disabled	315		
Total for Each Characteristic, except Other*			
	3,624		

* This Characteristic would not apply to each participant.

Senior Community Service Employment Program (SCSEP)
State Plan Survey Questions
 (Revised November 25, 2003)

Date _____ PSA _____ County _____
 Telephone
 Number _____ E-mail Address _____
 Agency _____
 Name of Individual Completing Survey _____

As a requirement of the U. S. Department of Labor's State Plan, your participation in completing this survey is requested as discussed at the SCSEP State and National Contractors' meeting on October 1-2, 2003.

Please answer the following survey questions **using Fiscal Year (FY) 2002-03 data**. All information will be combined with the data reflected in your Quarterly Progress Report (QPR). If you are a new SCSEP provider, please address how your agency plans to gather the information needed for each survey question for future State Plans.

Complete one survey for each county in which your agency provides services, i.e., if your agency covers Napa and Solano counties – complete two surveys.

If you are a CDA State Project, e-mail your completed survey to your CDA SCSEP Specialist by **December 26, 2003.**

If you are a National Contractor, e-mail your completed survey to **mpynn@aging.ca.gov** by **December 26, 2003.**

1. Indicate the Workforce Investment Act (WIA) activities you provide. (**Check all activities that apply**)

- ☐ One-Stop Career Center Operator
- ☐ WIA infrastructure support – If checked, indicate the type of support (funding)
- ☐ Cash ☐ In-kind ☐ None ☐ Other support, explain _____
- ☐ SCSEP co-located in a One-Stop Career Center # of Centers _____
- ☐ SCSEP participants stationed at the One-Stop # of participants _____
- ☐ SCSEP office at the One-Stop
- ☐ Other type of co-location activity, explain _____
- ☐ Local Workforce Investment Board (LWIB) member # of LWIBs _____
- ☐ LWIB committee member # of committees _____
- ☐ Other WIA activity, explain _____

Senior Community Service Employment Program (SCSEP)
 State Plan Survey Questions
 Page 2
 November 25, 2003

2. Indicate if Memorandums of Understanding (MOU) have been executed with the following agencies. **(Check all agencies that apply)**

- ☐ LWIB # of MOU _____
- ☐ One-Stop Career Centers # of MOU _____
- ☐ National Title V Contractor # of MOU _____
- ☐ CDA State Title V Contractor # of MOU _____
- ☐ Other MOU, explain _____

3. Describe one example of the impact your participants have on the community.
(Please list one human interest story, i.e., describe the true meaning of community service, added value of the program to the community, etc.)
- _____

4. List the unemployment rate for your area.

General rate _____ Seasonal rate _____

5. List the top two labor market needs in your community.

1st _____ 2nd _____

6. Indicate if SCSEP participants meet the top two labor market needs in your community.

☐ Yes ☐ No ☐ Somewhat If no or somewhat, explain _____

7. Indicate your participants' barriers to employment for the top two labor market needs/all other barriers to employment. **(Check all barriers that apply)**

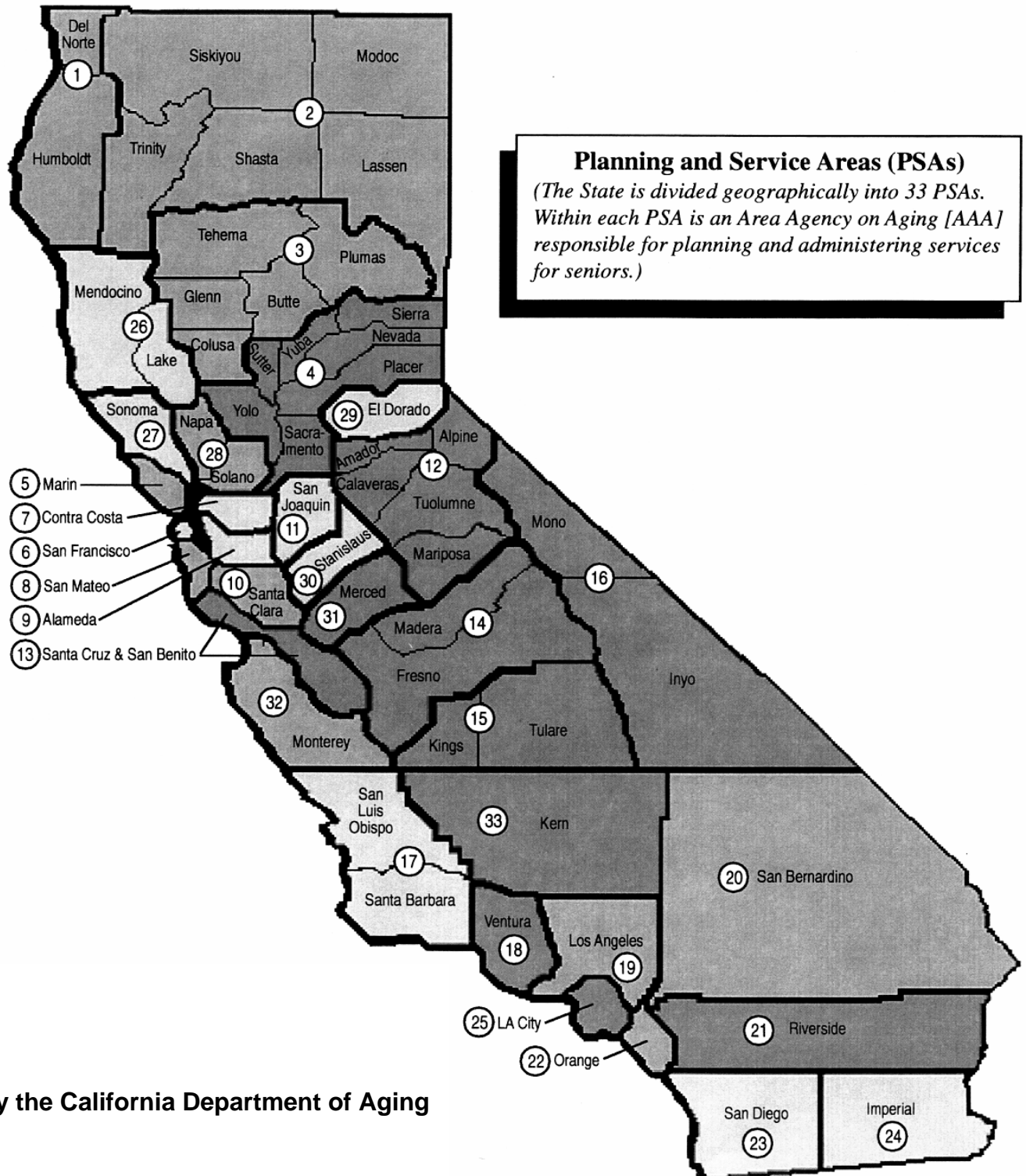
- ☐ Level of Education
- ☐ English proficiency
- ☐ Literacy skills
- ☐ College or Graduate Degree
- ☐ Out of Date ☐ Obsolete ☐ Foreign ☐ Other, explain _____
- ☐ Cultural diversity of population
- ☐ Transportation
- ☐ Other barrier, explain _____

APPENDIX I

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) ENROLLEES IN CALIFORNIA THAT PROVIDE SERVICES TO THE GENERAL COMMUNITY AND THE ELDERLY COMMUNITY FOR FISCAL YEAR 2002-2003

Services to the General Community	Number of Enrollees	Services to the Elderly Community	Number of Enrolles
Education	374	Project Administration	196
Health and Hopsitals	119	Health and Home Care	53
Housing/Home Rehabilitation	45	Housing/Home Rehabilitation	29
Employment Assistance	229	Employment Assistance	102
Recreation, Parks, and Forests	308	Recreation/Senior Centers	151
Environmental Quality	16	Nutrition Programs	351
Public Works and Transportation	47	Transportation	5
Social Services	988	Outreach/Referral	125
Other	409	Other	77
Total	2,535	Total	1,089
Grand Total	3,624		

California Department of Aging



Developed by the California Department of Aging
 (10/98)

SENIOR WORKER ADVOCATE COUNCIL

NAME	Employees-Constituents
<u>Jacqui N. Antee</u> AARP- Past California State President	<u>AARP</u> -3.2 million California Members, 6000 volunteers, 27 staff.
<u>Gene Fredricks</u> President, Del Jones Associates	<u>California EAC</u> - 52 local councils- work with approximately 75,000 employers statewide
<u>Kimberly B. Martinson, CAE</u> Executive Director, Transportation Management Association of San Francisco	<u>Transportation Mgmt. Assoc.</u> -Membership base includes about 72,000 employees from approx. 3000 businesses <u>SHRM</u> -165,000 Members
<u>Johnna Meyer</u> CMP Policy Manager, Department of Aging, Sacramento	<u>Department of Aging</u> - approx. 4.4 million Senior California residents
Marjorie Murray Business/Legal Affairs Writer	<u>Congress of California Seniors</u> – Over 650,000 California residents